



**DEPARTMENT OF THE ARMY**  
ROCK ISLAND DISTRICT, CORPS OF ENGINEERS  
CLOCK TOWER BUILDING - P.O. BOX 2004  
ROCK ISLAND, ILLINOIS 61204-2004

CEMVR Policy  
Statement #015

CEMVR-EE

09 July 1997

MEMORANDUM FOR All Employees

SUBJECT: Affirmative Action Policy Statement

1. It is the policy of the United States Government to ensure that each Federal employee and applicant for employment is afforded Equal Employment Opportunity at all levels in accordance with all pertinent public laws and Executive Orders. The Corps of Engineers, Rock Island District (CEMVR) fully supports the enforcement of the policy in all its employment practices. CEMVR further supports the commitment of resources to the affirmative actions which are necessary in order to make progress toward goals set by the Affirmative Employment Program Plan (AEPP) and its subsequent annual updates.
2. The policy of Equal Employment Opportunity applies to all employees of the Rock Island District. Each manager and supervisor has a critical and continuing responsibility to perform without bias in all employment practices including recruitment, hiring, training, discipline, work assignments and all other areas which affect employment. Each manager and supervisor is also responsible for providing a work environment which is free from any form of discrimination or harassment.
3. To assure positive movement toward attaining the goals set forth in the AEPP, Division/Office Chiefs are directed to review each selection made by a subordinate supervisor when there is a minority or female candidate on the selection list. If the position is in an underrepresented category as identified in the AEPP, then affirmative action goals may be used as one of the selection criteria. This should not be construed to mean that a minority or female candidate will automatically be selected. However, if equally qualified candidates are available in an underrepresented occupation or category, then the minority or female candidate should be selected or a justification prepared showing why not selected.
4. The CEMVR Equal Employment Opportunity Program has both my personal and official commitment. The ultimate success of the program lies with all employees working together toward true equity for all people without regard to sex, color, handicap, age, race, national origin or religion.

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JAMES V. MUDD  
Colonel, EN  
Commanding

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